



Snohomish County Citizens' Commission on Salaries of Elected Officials

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Agenda



- Welcome
- Introductions
- About the Commission
 - Who is on the Commission
 - How members are appointed
 - Why are we here?
 - Things the Commission should know
- Selection of Chairperson
- Review Salary and Benefit Data
- Other Business
- Adjourn

Who Is On the Commission



CURRENT BOARD MEMBERSHIP:

<u>DISTRICT 1</u>	<u>DISTRICT 2</u>	<u>DISTRICT 3</u>	<u>DISTRICT 4</u>	<u>DISTRICT 5</u>
Tiffany Mack (<i>by lot</i>) Arlington (Expires 12/31/2015)	Dennis Peterson (<i>by lot</i>) Mukilteo (Expires 12/31/2015*)	Alzada Nye (<i>by lot</i>) Lynnwood (Expires 12/31/2015)	David Fairchild (<i>by lot</i>) Bothell (Expires 12/31/2015)	John Beal (<i>by lot</i>) Snohomish (Expires 12/31/2015*)

AT-LARGE APPOINTMENT:

Dakota Smith (*by lot*)
Snohomish
(Expires 12/31/2015)

EXECUTIVE-NOMINATED APPOINTMENTS:

Richard Harbert (*Business*)
Mukilteo
(Expires 12/31/2015*)

Dat Nguyen (*Personnel Management*)
Lynnwood
(Expires 12/31/2015*)

Douglas Wartelle (*Legal Profession*)
Everett
(Expires 12/31/2015)

Debi Humann (*Organized Labor*)
Edmonds
(Expires 12/31/2015)

* Dennis Peterson, John Beal, Richard Harbert, and Dat Nguyen are in their second term. (Dennis Peterson served in at-large position 2012-2013.)

Why Are We Here?



- Salary Commission has a long history in Snohomish County.
 - Started out as an Advisory Committee to the County Council
 - Has been in place since 1997
- In 2006, voters approved an amendment to the Snohomish County Charter creating an independent commission.
- The Commission sets the salaries for the County Council, Executive, Assessor, Auditor, Clerk, Sheriff, Treasurer and Prosecuting Attorney for the next two years, starting January 1.
 - Salary schedule is due no later than July 1.

How Members Are Appointed



- Commission is comprised of 10 members.
 - Six selected by lot by County Auditor: one per Council district plus one “at large”
 - Four selected by Executive with experience in personnel representing business, professional personnel management, legal profession, and organized labor
 - Confirmed by County Council
- Term
 - Two years
 - Two terms maximum
- Compensation
 - None; eligible for mileage reimbursement to and from meetings

Things the Commission Should Know



- Meetings are subject to the Open Public Meetings Act and public disclosure.
- Four meetings are scheduled.
 - May 28: Kick-off
 - June 4: Public hearing/salary discussion
 - June 11: Continuation of salary discussion and possible adoption of salary schedule
 - June 18: Wrap-up (if needed)

Commission's Responsibilities



Include:

- Studying the relationship of salaries to duties of the elected officials
- Establishing the salary schedule for each elected official for next two years
- Serving as an independent body

Do not include:

- Evaluating performance of elected officials
- Recommending policy changes
- Weighing in on political issues
- Making budget recommendations



Other Things To Consider When Setting Salaries

Whether the salary schedule:

- Allows the County to attract a diverse group of quality candidates
- Can be implemented with available County resources
- Contains clear rationale
- Reflects the market in some way
- Has the confidence of Commission members

Note: While salaries fixed by the Commission are not subject to approval by the County Council or County Executive, a petition may be placed on the ballot making salaries of elected officials subject to a public vote.

Example of Final Report



The 2013-2014 salary schedule:

- Established salaries for elected officials as of January 1, 2013
- Authorized a 1.5% factor to adjust salaries for 2014
- Approved an additional 10% for serving as Council Chair
- Tied the salary paid to the Prosecuting Attorney to the Superior Court Judges' pay as determined by the state's Salary Commission

2013-2014 Salary Schedule

The Snohomish County Citizens' Commission on Salaries of Elected Officials, pursuant to SCC 2.105 and Charter section 6.120, hereby adopts the following salary schedule for elected officials for 2013 and 2014:

1. The annual salaries paid to the following elected officials for the fiscal year beginning January 1, 2013 shall be the amounts stated below.

County Council Member	\$104,320.74
County Executive	\$149,305.22
Sheriff	\$122,877.29
Assessor	\$105,925.64
Auditor	\$100,800.12
Clerk	\$100,270.88
Treasurer	\$100,270.88

2. The annual salaries paid to the elected officials identified in Section 1 for the fiscal year beginning January 1, 2014 shall be the annual salary paid to the official for fiscal year 2013 increased by one-and-a-half percent (1.5%).
3. In addition to the amount established in Sections 1 and 2 above for a County Council Member, the annual salary of the Chair of the County Council shall include an additional amount equal to ten percent (10%) of the regular Council Member salary for that year.
4. The salary paid the Prosecuting Attorney shall be equal to the salary paid Superior Court Judges, including adjustments thereto, as determined by the Washington Citizens' Commission on Salaries for Elected Officials under Article XXVIII of the Washington Constitution and Chapter 43.03 RCW. Salary adjustments shall be applied to the salary of the Prosecuting Attorney according to the same schedule as adjustments are applied to the salary of Superior Court judges.

Pursuant to SCC 2.105.060 (1), LaVerne Gemar certifies as follows:

That she is the Chairperson of the Snohomish County Citizens' Commission on Salaries of Elected Officials. That this salary schedule has been adopted in accordance with provisions of SCC 2.105, charter section 6.120 and the rules, if any, of the commission. That she has made this certification under penalty of perjury of the laws of the State of Washington this 25th day of April, 2012, at Everett, Washington.

/s/ LaVerne Gemar
LaVerne Gemar, Chairperson

Selection of Chairperson



- Chair responsibilities:
 - Facilitate meetings
 - Work with Commission to develop ground rules to guide discussions
 - Certify the salary schedule
- Volunteers and/or Nominees
- Chair selected by majority vote of the Commission

Example of Ground Rules



- Begin and end on time
- Stay on subject and follow the agenda
- One person speaks at a time
- Respect the views of others
- Check your understanding by asking questions
- Constructive discussions
- Discussion and debate remain among Committee members
- Decisions made by simple majority vote

Review of Salary and Benefit Data of Elected Officials



- Salary History
- External Regional Comparisons
- Elected Officials' Vehicle Allowance
- Elected Officials' Benefits

Snohomish County Elected Officials' Salary History 2004-2014



Eff. Date	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council Member	Council Chair
2004	123,193	87,400	83,171	82,735	101,387	82,735	86,715	95,385
2005	126,273	89,585	85,250	84,803	103,922	84,803	88,666	97,532
2006	129,032	91,543	87,113	86,656	106,193	86,656	90,501	99,551
2007	134,697	95,562	90,937	90,460	110,855	90,460	94,265	103,692
2008	138,935	98,568	93,799	93,306	114,343	93,306	97,075	106,782
2009	147,099	104,360	99,310	98,789	121,061	98,789	102,779	113,057
2010	147,099	104,360	99,310	98,789	121,061	98,789	102,779	113,057
2011	147,099	104,360	99,310	98,789	121,061	98,789	102,779	113,057
2012	147,099	104,360	99,310	98,789	121,061	98,789	102,779	113,057
2013	149,305	105,926	100,800	100,271	122,877	100,271	104,321	114,753
2014	151,545	107,515	102,312	101,775	124,720	101,775	105,885	116,474

Snohomish County Elected Officials' Salary History 2004-2014



Prosecuting Attorney

Effective Date	Salary
9/1/2004 – 8/31/2005	\$124,411
9/1/2005 – 8/31/2006	\$128,143
9/1/2006 – 8/31/2007	\$131,988
9/1/2007 – 8/31/2008	\$140,979
9/1/2008 – 8/31/2009	\$148,832
9/1/2009 – 8/31/2010	\$148,832
9/1/2010 – 8/31/2011	\$148,832
9/1/2011 – 8/31/2012	\$148,832
9/1/2012 – 8/31/2013	\$148,832
9/1/2013 – 8/31/2014	\$151,809
9/1/2014 – 8/31/2015	\$156,363

Percentage Changes in Salaries 2004-2014

Date	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council	Council Chair
2004	0.81	0.81	2.32	2.32	0.81	2.32	0.81	0.81
2005	2.50	2.50	2.50	2.50	2.50	2.50	2.25	2.25
2006	2.19	2.19	2.19	2.19	2.19	2.19	2.07	2.07
2007	4.39	4.39	4.39	4.39	4.39	4.39	4.16	4.16
2008	3.15	3.15	3.15	3.15	3.15	3.15	2.98	2.98
2009	5.88	5.88	5.88	5.88	5.88	5.88	5.88	5.88
2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2013	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
2014	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50

Percentage Changes in Salaries 2004-2014



Prosecuting Attorney	(2004-2014)
Effective Date	Percentage
9/1/2004 - 8/31/2005	2.0
9/1/2005 - 8/31/2006	3.0
9/1/2006 - 8/31/2007	3.0
9/1/2007 - 8/31/2008	6.81
9/1/2008 - 8/31/2009	5.57
9/1/2009 - 8/31/2010	0.0
9/1/2010 - 8/31/2011	0.0
9/1/2011 - 8/31/2012	0.0
9/1/2012 - 8/31/2013	0.0
9/1/2013 - 8/31/2014	2.0
9/1/2014 - 8/31/2015	3.0

External Regional Comparisons



- A snapshot of salaries paid to regional partners
- Primarily surveyed I-5 Corridor:
 - City of Everett
 - Clark County
 - Kitsap County
 - Skagit County
 - Whatcom County
 - City of Seattle
 - King County
 - Pierce County
 - Thurston County

2014 Salary Comparison

COUNCIL MEMBERS



Jurisdiction	Population (2013)	Job Title	2014 Salary (Current) Top Step	F/T – P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett ¹	104,200	City Council Members	No Match	P/T	Yes	Elected	Unknown
City of Seattle	626,600	City Council Members	\$119,972	F/T	Yes	Elected	Unknown
Clark	435,500	County Commissioner	\$103,560	F/T	Yes	Elected	Unknown
King	1,981,900	Council Members	\$143,780	F/T	Yes	Elected	\$148,093
Kitsap	254,000	County Commissioner	\$112,050	F/T	Yes	Elected	Unknown
Pierce	814,500	Council Member	\$107,602	F/T	Yes	Elected	Unknown
Skagit	118,600	County Commissioner	\$87,140	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	County Commissioner	\$105,276	F/T	Yes	Elected	Unknown
Whatcom ¹	205,800	Council Member	No Match	P/T	Yes	Elected	\$24,705
F/T Average			\$111,340				
Snohomish County	730,500	Councilmembers	\$105,885	F/T	Yes	Elected	

¹ Part-time (P/T) Councilmembers are not included in average.

2014 Salary Comparison

EXECUTIVE



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T – P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	Mayor	\$162,168	F/T	Yes	Elected	Unknown
City of Seattle	626,600	Mayor	\$179,797	F/T	Yes	Elected	Unknown
Clark	435,500	County Administrator	\$144,996	F/T	Yes	Appointed	Unknown
King	1,981,900	County Executive	\$215,670	F/T	Yes	Elected	\$222,139
Kitsap	254,000	County Administrator	\$147,888	F/T	Yes	Appointed	Unknown
Pierce	814,500	Executive	\$179,336	F/T	Yes	Elected	Unknown
Skagit	118,600	County Administrator	\$129,759	F/T	Yes	Appointed	Unknown
Thurston	260,100	Chief Administrative Officer	\$140,004	F/T	Yes	Appointed	Unknown
Whatcom	205,800	Executive	\$150,406	F/T	Yes	Elected	\$153,865
F/T Average			\$161,114				
Snohomish County	730,500	County Executive	\$151,544	F/T	Yes	Elected	

2014 Salary Comparison

ASSESSOR



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T – P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	No Match	--	--	--	--	--
Clark	435,500	Assessor	\$100,920	F/T	Yes	Elected	Unknown
King	1,981,900	Assessor	\$169,301	F/T	Yes	Elected	\$174,380
Kitsap	254,000	Assessor	\$110,011	F/T	Yes	Elected	Unknown
Pierce	814,500	Assessor-Treasurer	\$126,620	F/T	Yes	Elected	Unknown
Skagit	118,600	Assessor	\$72,465	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Assessor	\$105,276	F/T	Yes	Elected	Unknown
Whatcom	205,800	Assessor	\$98,871	F/T	Yes	Elected	\$101,109
F/T Average			\$111,923				
Snohomish County	730,500	County Assessor	\$107,514	F/T	Yes	Elected	

2014 Salary Comparison

AUDITOR



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T – P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	No Match	--	--	--	--	--
Clark	435,500	County Auditor	\$100,920	F/T	Yes	Elected	Unknown
King	1,981,900	Director of Elections	\$169,301	F/T	Yes	Elected	Unknown
Kitsap	254,000	Auditor	\$110,011	F/T	Yes	Elected	Unknown
Pierce	814,500	Auditor	\$126,620	F/T	Yes	Elected	Unknown
Skagit	118,600	Auditor	\$72,465	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Auditor	\$105,276	F/T	Yes	Elected	Unknown
Whatcom	205,800	Auditor	\$98,871	F/T	Yes	Elected	\$101,109
F/T Average			\$111,923				
Snohomish County	730,500	County Auditor	\$105,312	F/T	Yes	Elected	

2014 Salary Comparison CLERK



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	No Match	--	--	--	--	--
Clark	435,500	County Clerk	\$100,920	F/T	Yes	Elected	Unknown
King	1,981,900	Council Clerk	\$146,812	F/T	Yes	Appointed	Unknown
Kitsap	254,000	Clerk	\$110,011	F/T	Yes	Elected	Unknown
Pierce	814,500	Clerk	\$135,110	F/T	Yes	Appointed	Unknown
Skagit	118,600	Clerk	\$72,465	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Clerk	\$105,276	F/T	Yes	Elected	Unknown
Whatcom ²	205,800	No Match	--	--	--	--	--
F/T Average			\$111,766				
Snohomish County	730,600	County Clerk	\$101,775	F/T	Yes	Elected	

² Whatcom County's Superior Court Administrator also performs Clerk's duties--not a match.

2014 Comparison PROSECUTING ATTORNEY



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	City Prosecuting Attorney	\$152,967	F/T	Yes	Elected	Unknown
Clark	435,500	Prosecuting Attorney	\$151,812	F/T	Yes	Elected	Unknown
King	1,981,900	Prosecuting Attorney	\$185,907	F/T	Yes	Elected	\$191,484
Kitsap	254,000	Prosecuting Attorney	\$151,819	F/T	Yes	Appointed	Unknown
Pierce	814,500	Prosecuting Attorney	\$151,809	F/T	Yes	Elected	Unknown
Skagit	118,600	Prosecuting Attorney	\$138,306	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Prosecuting Attorney	\$150,323	F/T	Yes	Elected	Unknown
Whatcom	205,800	Prosecuting Attorney	\$151,809	F/T	Yes	Elected	\$156,363
F/T Average			\$154,344				
Snohomish County	730,500	Prosecuting Attorney	\$151,809	F/T	Yes	Elected	

Note: The Prosecutor's salary is tied to the salaries of the Superior Court judges and set by the State of Washington Salary Commission. This survey does not include any data on the salaries of Superior Court judges.

2014 Comparison SHERIFF



Jurisdiction	Population	Job Title	2014 Salary (Current) Top Step	F/T – P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	No Match	--	--	--	--	--
Clark	435,500	Sheriff	\$106,224	F/T	Yes	Elected	Unknown
King	1,981,900	Sheriff - Director of Public Safety	\$180,522	F/T	Yes	Elected	\$185,931
Kitsap	254,00	Sheriff	\$117,333	F/T	Yes	Elected	Unknown
Pierce	814,500	Sheriff	\$144,989	F/T	Yes	Elected	Unknown
Skagit	118,600	Sheriff	\$95,864	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Sheriff	\$118,008	F/T	Yes	Elected	Unknown
Whatcom	205,800	Sheriff	\$126,155	F/T	Yes	Elected	\$129,057
F/T Average			\$127,014				
Snohomish County	730,600	County Sheriff	\$124,720	F/T	Yes	Elected	

2014 Comparison TREASURER



Jurisdiction	Population	Job Title	2014 Salary Top Step (Current)	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2015 Salary (Projected)
City of Everett	104,200	No Match	--	--	--	--	--
City of Seattle	626,600	No Match	--	--	--	--	--
Clark	435,500	Treasurer	\$100,920	F/T	Yes	Elected	Unknown
King	1,981,900	Treasury Manager	127030	F/T	Yes	Salaried/ Exempt	Unknown
Kitsap	254,000	Treasurer	\$110,011	F/T	Yes	Elected	Unknown
Pierce	814,500	Assessor-Treasurer	\$126,620	F/T	Yes	Elected	Unknown
Skagit	118,600	Treasurer	\$72,465	F/T	Yes	Elected	Unknown; no wage increase in 2014
Thurston	260,100	Treasurer	\$105,276	F/T	Yes	Elected	Unknown
Whatcom	205,800	Treasurer	\$98,871	F/T	Yes	Elected	\$101,109
F/T Average			\$105,885				
Snohomish County	730,600	County Treasurer	\$101,775	F/T	Yes	Elected	

Elected Officials' Vehicle Allowance

- Each elected official may be assigned a county vehicle for official duties or may be reimbursed or paid a monthly vehicle allowance for official travel using his or her own vehicle.
- The current monthly vehicle allowance for elected officials is \$569.32.

Elected Officials' Benefits



Elected officials receive the following benefits, the same as other County employees:

- Retirement
- Medical insurance
- Dental insurance
- Life insurance
- Industrial insurance
- Social Security
- Legal holidays
- Jury and military leave

Other Business



Confirm next meeting dates:

- June 4
 - Public hearing
 - Continuation of salary discussion
- June 11
 - Continuation of salary discussion
 - Possible adoption of salary schedule
- June 18 (if necessary)
 - Adoption of salary schedule

Additional Information



- County Organizational Chart
- 2014 Budget Excerpts
 - Total Budget
 - General Fund
 - FTEs by Department
- Elected Officials' Mission and Outcomes
- Reimbursement Form and Mileage Table



Adjourn

Thank you!